



June Issue

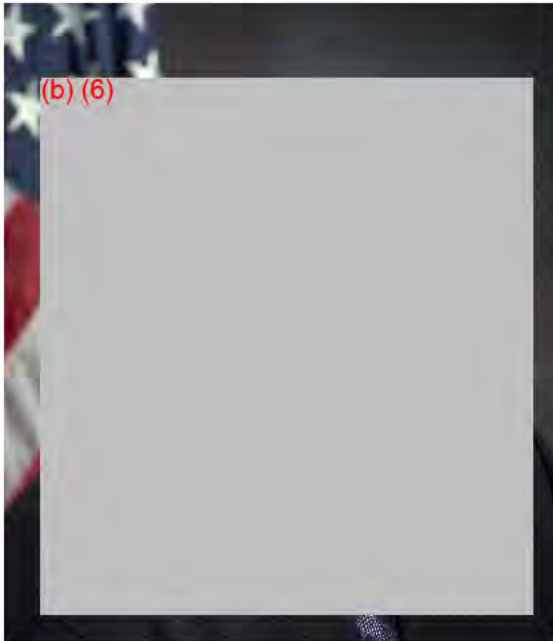
LGBT Pride Month



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(b) (6)



It's official! The new Director of OEOP is (b) (6)

(b) (6) began his career at NASA Langley Research Center in 1987 through the Engineering Technician Co-op Program and went on to graduate from Langley's Technical Apprentice Program as a journeyman machinist. In 1997, (b) (6) participated in Langley's Employee Retraining Initiative Program and graduated from Old Dominion University in 2000 with a Bachelor of Science degree in Mechanical Engineering. Upon graduation, (b) (6) joined the Mechanical Systems Branch (MSB) within the Engineering Directorate where he served in various engineering roles and technical leadership positions on the Orion Multi-Purpose Crew Vehicle Project, Space Shuttle Orbiter Return to Flight Project, Aft Flight Deck Project, and

Blended Wing Body Low Speed Vehicle Project. In 2012, (b) (6) was selected to be Branch Head of the MSB.

Throughout his career, (b) (6) has created an inclusive work environment and encouraged both employee and leadership development. He is a graduate of the Leveraging Agency Supervisory Excellence and Resilience (LASER) Program and continues to serve as an expert advisor to the Agency Office of Human Capital Management (OHCM) Associate Administrator on LASER related issues. This past year, (b) (6) served as the Leader of the Center's Succession Management Design Team, who developed and piloted a comprehensive leadership succession management process that has been adopted by the Center for implementation in 2018. From November to May 2016, (b) (6) served as the Acting Director of OHCM's Workforce Office where he oversaw the Center's workforce planning process and supervised the Center's Administrative Support and Analysis Branch, Talent Acquisition Management Branch, and the Morale, Welfare, and Recreation Branch. Over his 30-year career (b) (6) has established himself as a compassionate leader and advocate for employees. He is a respected member of the engineering community and a recipient of NASA's Engineering Achievement and Outstanding Leadership Medals.

We would like you to join us in giving (b) (6) a warm welcome and congratulations on his new position.

LGBT Pride Month

On June 1, 2009, President Barak Obama signed Proclamation No. 8387 into effect designating April as Lesbian, Gay, Bisexual, and Transgender Pride Month. In this proclamation, he "called upon the LGBT community, the Congress and the American people to work together to promote equal rights for all, regardless of sexual orientation or gender identity."

For the full proclamation, please see <http://www.presidency.ucsb.edu/ws/?pid=86222>

As a part of NASA's and NASA Langley's efforts to support the LGBT community, an ERG was formed. LGBTQ Employee Alliance Group or LEAG was formed. Led by (b) (6) of the Aeronautics Systems Analysis Branch. Anyone who is a part of the LGBT community or its Allies are welcome to join. Contact (b) (6) at (b) (6)

During the month of June, LGBT Pride events are being held throughout the Tidewater area in recognition and celebration of LGTB Pride Month, many of which are posted on the next page. Find more information about PrideFest and the accompanying events at: <http://www.hamptonroadspide.org/pridefest/>

LEAG will be participating at PrideFest on the 17th. Look for the big NASA trailer and come join the fun.

Quote

"We should indeed keep calm in the face of difference, and live our lives in a state of inclusion and wonder at the diversity of humanity."--George Takei

Anti-Harassment

Did you know?

Did you know that NPD 3713.3 provides a process to help employees who feel they are being harassed? Employees can contact their supervisor or the Anti-Harassment Coordinator, (b) (6), at (b) (6), for assistance in reporting any situation which they encounter.

Harassment (or harassing conduct) is defined as "any unwelcome conduct, verbal or physical, based on an individual's race, color, gender, national origin, religion, age, disability, sexual orientation, status as a parent, gender identity, genetic information, or retaliation,

WHEN

- (1) the behavior can reasonably be considered to adversely affect the work environment

OR

- (2) an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct."

Special Emphasis Programs Award Nominees

NASA Langley proudly submitted nominations for the 2017 Women of Color STEM Awards to take place in October.

(b) (6), PE and (b) (6) were nominated for the Women of Color STEM Technology Rising Star Awards.

(b) (6) and (b) (6) were nominated for the Women of Color STEM Professional Awards.

Please join us in congratulating these women for their nominations and wish them luck in October.

Upcoming Events Around Town



June 17
Town Point Park
Norfolk, VA
Noon – 7PM
Free & Open to All

PrideFest is the largest annual LGBT festival in Virginia and the City of Norfolk's largest one-day festival.

PrideFest combines entertainment, vendors, and fun activities for all ages. PrideFest attracts thousands of visitors and brings together local residents, families, community leaders, civic organizations, and businesses to unite the Lesbian, Gay, Bisexual, Transgender (LGBT) and allied communities in support of inclusion, dignity and equality of all people.

Other Related Events:

June 6 – **Rainbow Art Show & Sale** – Twisted Pic Ale & Smokehouse, Portsmouth, 6-9pm

June 10 – **Rolling Rainbows** – MacArthur Cente Roller Skating Rink, Norfolk, 8-11pm

June 12 – **Pour a Little Love in Your Heart** - O-Connor Brewing Company, 211 W. 24th St, Norfolk, 5-8pm

June 14 – **Party on the Peninsula** – Crowne Plaza Hampton Marina Hotel, Hampton, 5:30 – 8:30pm

June 15 **Chrysler Pride** - Chrysler Museum of Art, Norfolk, 5-10pm

June 16 – **The Sixth Annual Pride Block Party "Under the Big Top"** - Norfolk Scope Arena, 7pm-midnight.

June 18 – **Drag Yourself to the Beach** – Croc's 19th Street Bistro, Virginia Beach, 11am & 2pm.

We have recently acquired a number of new pamphlets that are available to anyone wishing for information.

Be not afraid – Straight for Equality in Faith Communities

Our Children: Questions and answers for families of lesbian, gay, bisexual, transgender, gender-expansive and queer youth and adults.

Faith in Our Families: Parents, families and friends talk about faith, sexual orientation and gender identity.

Our Trans Loved Ones: Questions and Answers for parents, families, and friends of people who are transgender and gender expansive.

Be Yourself: Questions and Answers for lesbian, gay, bisexual, transgender, queer, and questioning youth.

guide to being a trans ally – what it means to be an ally to trans people in the LGBT community.

guide to being a straight ally what it means to be an straight ally to trans people in the LGBT community.

Se' Tu'Mismo: Preguntas y respuestas para jo'venes gay, lesbianas, bisexuales y transge'neros

Nuestras Hijas Y Nuestros Hijos: Preguntas y respuestas para padres de gays, lesbianas y bisexuales.

The Americans with Disabilities Act: Questions and Answers

NASA Anti-Harassment Policy and Procedures

Heart Healthy Home Cooking African American Style

Platillos Latinos ¡Sabrosos y Saludables!– Delicious Heart Healthy Latino Recipes

Stop by Building 1232 and we will be happy to help you find what you want or call 864-3289.

Monthly Fun Facts for June

Birthstone: Pearl, Alexandrite, and Moonstone

Flower – Rose

Astrological Sign – Gemini (till 20th) and Cancer – (21st on)

Lesbian, Gay, Bisexual, and Transgender Pride Month (LGBTQ) signed June 1, 2009

Other Holiday's and Celebrations in May

June 2 – **National Doughnut Day** – day of appreciation of Salvation Army volunteers.

June 6 – **D Day**, WWII landing of Allied forces on the beaches of Normandy, France.

June 14 – **Flag Day** – day to celebrate and show respect for the American Flag

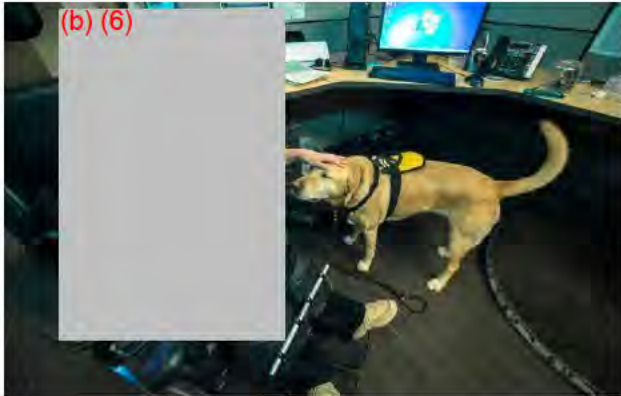
June 18 – **Father's Day** - A day to honor and enjoy time with Dad and appreciate all he does.

June 19 – **Juneteenth Day** – celebrates and symbolized the end of slavery in the United States

June 20 – **Summer Solstice** –. Midsummer Day. Longest day of the year.

June 2017 						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Reasonable Accommodations Tidbits



A qualified individual with a disability may be entitled to a reasonable accommodation (RA) to perform the essential functions of the job. NASA may choose among reasonable accommodations as long as the chosen accommodation is effective.

A request for reasonable accommodation is a statement that an individual with a disability needs an adjustment or change at work, in the application process, or in a benefit or privilege of employment for a reason related to a mental or physical condition. The

request can be initiated orally, in writing, or in any other format or medium that is convenient and practical for the individual with the disability.

A request does not have to contain any special words, such as "reasonable accommodation," "disability," or "Rehabilitation Act." An individual with a disability may request a reasonable accommodation at any time, even if the existence of a disability has not been previously disclosed. A family member, health professional, or other representative may also request a reasonable accommodation on behalf of a NASA employee or applicant. Any NASA employee or applicant may consult with the Agency, Headquarters, or the Center's Disability Program Manager (DPM) for further information or assistance with requesting or processing a request for reasonable accommodation.

The reasonable accommodation process begins immediately after management's receipt of the request. A request may be made to a supervisor or manager in the employee's organizational hierarchy, the Center Equal Opportunity (EO) Office or in the case of an applicant for a position, any Human Resources Specialist (HRS) with whom the applicant has contact in the Office of Human Resources. When a request for reasonable accommodation is made, the requesting employee's immediate supervisor, or in the case of an applicant, the appropriate HRS receiving the request, shall immediately notify the installation's DPM who shall, in turn, notify the EO Officer.

If you have questions or concerns about RA or would like a brief on RA for your organization, please contact (b) (6), LaRC Disability Program Manager at (b) (6) or

May's Speaker

(b) (6)

"Living Safely in a Dangerous World,"

By William "Hawk" Hawkins

(b) (6) is an entrepreneur, business leader and highly captivating speaker with over three decades of professional training and business consulting experience. She is focused on assisting others in gaining new awareness and viewing change as a positive opportunity.

While becoming increasingly aware of the importance in responding swiftly and effectively to an ever-changing environment, (b) (6) shares new findings in the area of neurosciences—the way our mind processes information, both internally and externally, to the world around us. This information is in demand and providing powerful results.

She provided the LaRC community with insight and a very thought provoking presentation on personal protection and what to look for in order to keep ourselves and our families safe! This included often overlooked safety situations such as contractors and delivery personnel in your home. She spoke about the increased modern risks of being a Good Samaritan and how these days it is not likely someone does not possess a cell phone and helping strangers can land you in court.

She was clear there is no sure-fire guaranteed one hundred percent method to prevent an attack, but the methods she discussed have been proven to be effective. If you would like to know more, you can contact Ms. (b) (6)

(b) (6) directly via her website at (b) (6)
(b) (6)

Introducing LaRC's ERGs

What is an ERG? ERG stands for Employee Resource Group. They are voluntary groups of employees that share a purpose, interest, or background. ERG's are open to all employees, interns, retirees, and contractors. Employees are highly encouraged to participate in an ERG of your choice.

LaRC currently has 5 ERGs, which includes:

Hispanic Employee Advisory Committee (HEAC) –

(b) (6), Chair

Langley Emerging and Advancing Professionals (LEAP) – (b) (6), Lead

Website: Leap.larc.nasa.gov

LGBTQ Employee Alliance Group (LEAG) –

(b) (6), Chair

Allies and Advocates for Women (A2W) –

(b) (6), Lead

Website: a2w.larc.nasa.gov

Veteran's Information Support Network (VISN) –

Karen Fallon, U.S. Navy Lead

See anything you're interested in joining? Each group is always looking for new members. Contact the above listed lead for the group you're interested in. They will be happy to answer any questions or let you know when and where the next meeting takes place. Check out the available websites too. They will give you a little more information about that particular ERG.

Don't see anything you're interested in or that fits with your background or interests? Want to start your own ERG?

Contact (b) (6) or "Hawk" (b) (6) for more information on either forming your own ERG or on any of the current ERGs.

Glossary of LGBT Terminology

LGBT - "L" – Lesbian, "G" – Gay, "B" – Bisexual, "T" – Transgender

Variations: LGBTQ, LGBTQQ, LGTQA, or LGBTQQAAP

"Q" – Queer, "Q" Questioning, "A" – Ally, "A" – Asexual, "I" – Intersex, "P" – Pansexual

Definitions:

Lesbian: A woman who is attracted romantically and/or physically to other women.

Gay: 1. Individuals who are primarily emotionally, physically, and/or sexually attracted to members of the same sex and/or gender. More commonly used when referring to men who are attracted to other men, but can be applied to women to women as well. 2. An umbrella term used to refer to an individual identity label for anyone who does not identify as heterosexual.

Bisexual: a person who is emotionally, physically, and/or sexually attracted to males/men and females/women.

Trans or Transgender: A person who lives as a member of a gender other than that assigned at birth based on anatomical sex.

Queer: Used by those in the LGBT community to describe themselves as being unique. Can sometimes be interpreted in a derogatory manner.

Questioning: Refers to a person who is exploring their sexual identity, orientation, or gender identity.

Ally: Someone who supports and respects members of the LGBT community.

Asexual: experiencing little or no sexual attraction to others and/or a lack of interest in sexual relationships/behavior.

Intersex: term for a combination of chromosomes, gonads, hormones, internal sex organs, and genitals that differs from the two expected patterns of male or female. Formerly known as hermaphrodite (or hermaphroditic), but these terms are now outdated and derogatory.

Pansexual: Attracted romantically/physically to a person regardless of their orientation, gender, identity, or anatomy.

From: "It's pronounced Metrosexual"

<http://itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/#sthash.CowZFr6h.dpbs>

Office of Equal Opportunity Programs
NASA Langley Research Center
Mail Stop 378,
Hampton, VA 23681-2199
Phone: 757-864-3289
Fax: 757-864-8832
Website: <http://oeop.larc.nasa.gov>

OFFICE OF EQUAL OPPORTUNITY PROGRAMS – STAFF

(b) (6) – OEOP Director

**(b) (6) – Acting Complaints and ADR Manager,
Special Emphasis Program Manager, and Center Disability Program
Manager**

**(b) (6) – Special Emphasis Program Coordinator and
Federal Women's Program Manager**

(b) (6) –Administrative Support and InSight Editor

(b) (6)

(b) (6) - Anti-Harassment Coordinator

(b) (6)

**This publication is intended for:
All NASA LaRC and Contractor Personnel
NASA Langley Research Center
Hampton, VA 23681-2199**

OEOP Newsletter Responsible Individual:

(b) (6)

(b) (6)

Letter from the Editor

July is one of only two months out of the year that do not have an official Special Observance, however, it is a great time to remember our roots and acknowledge the history of this country. As of July 4th, 2019, 243 years have passed since the signing of the Declaration of Independence. Celebrations, barbeques, fireworks and family are often the highlight of this day. However, it is important not to forget the men and women who fought and sacrificed to make this country possible.

One of those men had an important part to play in the creation of NASA and NASA Langley in particular. George Wythe was once the owner of 600 of the acres NASA Langley sits on. He was a first professor of Law at the College of William and Mary. Students included such notables as Thomas Jefferson, James Monroe and 4th Chief Justice John Marshall, and Henry Clay, 3-time Speaker of the House and Sec. of State.. He was also the first of the 7 delegates from Virginia who signed the Declaration of Independence.

This month is also a good time to reflect on the civil rights afforded this country and which this office works to uphold on a daily basis. Because of Title VII and other laws, no one can be discriminated against or retaliated against for reporting instances of discrimination. This office works to ensure that those rights are not violated.

Title VII of the Civil Rights act of 1964 is the foundation on which the Office of Equal Opportunity Programs (OEOP) rests. The laws stated therein and in the other discrimination acts which followed are located on page 10 of this newsletter. You can click on the links to find more information on each of them. We will be focusing a little more on these rights and laws in the months to come to stay tuned.

In the meantime, let us know if you have any issues you want to talk over with our counselors. We are here for you at any time and every contact is completely confidential. No issue is too large or too small. We are here to aid in any way we can.

Have a great summer and stay tuned!

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Quotes

“The probability of success is difficult to estimate; but if we never search the chance of success is zero.”

A quote from Giuseppe Cocconi and Philip Morrison's paper 'Searching for Interstellar Communications' that was published in September 1959, one of the first formal rational arguments supporting the search for extraterrestrial intelligence.

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Introducing OEOP's Detailee

(b) (6)

(b) (6)

(b) (6) comes to OEOP from the Office of Procurement. Her primary responsibility was serving as the Contracting Officer for the Commercial Simplified Acquisition Team for procurements exceeding \$250K up to \$7M.

(b) (6) started her career at NASA Langley in 1984 as a Stay-in-School student in her senior year at Bethel High School. Her multiple assignments during her senior and co-op years included the Payroll Section, Travel Section, Office of Aeronautics and the National Transonic Facility. Her permanent position was as the Secretary for the Electromagnetics Research Branch until her move to Procurement where she became a Contract Specialist.

(b) (6) holds a Bachelor of Human Resource Management (Magna Cum Laude) from St. Leo University and an Associate of Applied Science degree in Office Technology from TNCC.

(b) (6) will be acting as a Special Emphasis Program Coordinator while she is with us. She has already been put to the test and shoved in the deep end of the pool and survived like a champ! Please join us in welcoming

(b) (6) to our OEOP Team!



June Events in Review

LGBTQ Pride Month

LEAG participated in Hampton Roads Pride for the 3rd year on Saturday, June 22 with an exhibit. Hampton Roads Pride is held in downtown Norfolk's Town Point Park. The growing popularity of the event, combined with picturesque weather, reportedly brought out upwards of 30K people – about a thousand of which stopped by the NASA booth to interact with a dozen volunteers, grab some NASA swag, and for the younger folks learn how they could perhaps one day intern or work at NASA. Governor Ralph Northam spoke at the event, and Congresswoman Elaine Luria stopped by the NASA booth.



A documentary depicting the events that took place within the U.S. Government during the McCarthy era of the 1950's Cold War when President Dwight D. Eisenhower deemed homosexuals to be "security risks" and vowed to rid the federal government of all employees discovered to be gay or lesbian. Over the next four decades, tens of thousands of government workers lost their jobs for no reason other than their sexual orientation. The mass firings had an unintended effect: they stirred outrage in the gay community, helped ignite the gay rights movement and thrust an unlikely hero into the forefront of the LGBTQ rights movement. This masterful documentary partly based on the award-winning book by historian David K. Johnson. "The Lavender Scare," illuminates the little-known chapter of American history and serves as a timely reminder of the value of vigilance

and social action when civil liberties are under attack.



June Events Continued



A powerful film of empowerment.

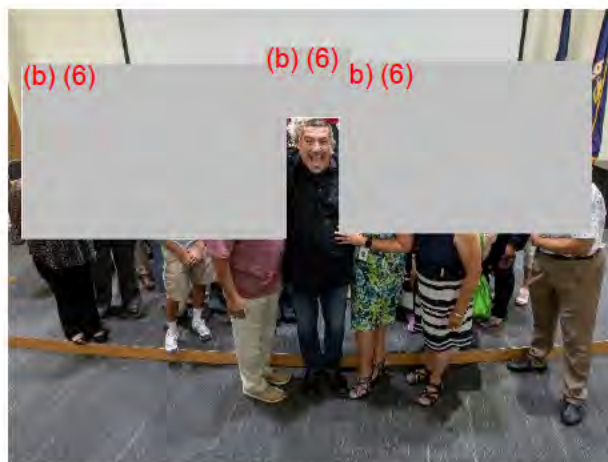
This film was Launched at **The Sundance Film Festival**, and has had Screenings at The World Economic Forum in DAVOS, at SXSW (The World's Largest Music Festival!) in Austin, TX and is an Official Jury Selection at **The Maui International Film Festival** June 12-16!! This Film Features numerous Global Icons and Social Entrepreneurs, including the **Dalai Lama**, **Peter Thompson** (President of The General Assembly for the U.N.), **Amina J. Mohammed** (Deputy Secretary General -

U.N.), **Tony Robbins** (I am not Your Guru), **Rev. Michael Bernard Beckwith** (Int'l Transformational Leader), **John Mackay** (Founder & CEO Whole Foods), **Jack Canfield** (Author "Chicken Soup for the Soul"), **Tom Chi** (Google X), **Peter Diamandis** (The X Prize & Int'l Space University, Founder) & many more, sharing about the New Paradigm for Leadership & Success!



Let YOUR Light Shine with Empowerment Comedian Ernie G!

Inspirational speaker, Ernie G spoke to the employees of Langley Research Center about the importance of believing in yourself and your abilities to bring light and empowerment to the world around you. His message of positivity encouraged all of us to look at who we really are and



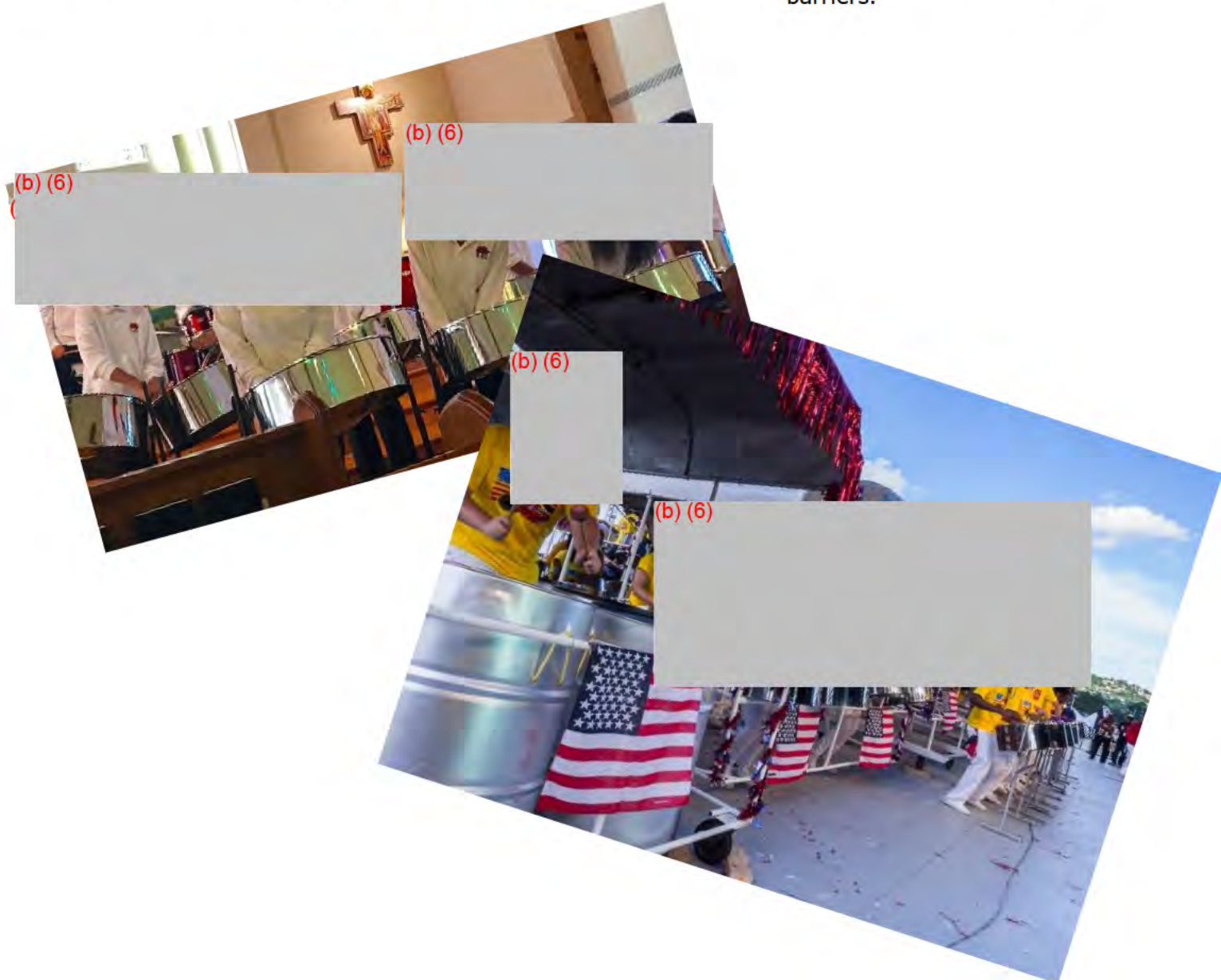


Dr. Anthony Hailey

President and CEO of Mosaic Steel Orchestra, Inc.

The Steelpan Movement fro Outcast to Outstanding

Program description: This discussion traces the tumultuous development of the steelpan instrument identifying the socio-economic issues related to its invention and expansion. Includes interactive performance examples of the art-form in its various stages of development. Finally, this presentation highlights the extraordinary world-wide acceptance of the Caribbean steelpan from Trinidad explaining how it promotes diversity, inclusive and transcends cultural and racial barriers.





July Events



Tuesday, July 9 from 10 – 11 a.m. in the Reid Conference Center –Calvin Pearson spoke about the history of the first Africans arriving in North America in August 1619 at Old Point Comfort. He will also provide information about the City of Hampton's upcoming activities to commemorate the 400th anniversary.

Pearson is the Founder and CEO of Project 1619 Inc., a non-profit organization whose mission is to promote the true story of the arrival of the first enslaved Africans who were captured and brought to North America. He has always had a desire to research the history and genealogy of the first Africans in Colonial America and has led a grassroots effort since 1994 to tell the real story of the first Africans, correcting what had been

shared since 1619.

Each year in Hampton, Pearson organizes an Annual African Landing Commemoration Day event that includes a festival, symposium, concerts and a National Day of Prayer service.

In 2011 President Barack Obama declared Fort Monroe a National Monument in part due to the first African arrival documentation. Project 1619 is raising funds to erect a Monument at Fort Monroe in honor and remembrance of the arrival of the first Africans.

"The transatlantic slave trade, just like the systematic elimination of the Native American Indian in the United States and the Holocaust in Germany, is a human tragedy that changed the world. We cannot change history or the impact that it had on past generations, but we should always recognize and learn from the transgressions of people's inhumanity toward one another." --Calvin Pearson

For more information about Project 1619, visit www.project1619.org.

Sponsored by:



The Black Employee Strategy Team supports strengthening the cultural environment for African Americans to serve

Langley Research Center at all levels. We accomplish this through various knowledge sharing methods, events and activities. BEST is open to all members of the NASA community.

No official NASA endorsement of non-Federal organizations, product, or services is intended or implied.



MERGE's 2019 Summer Social

A Networking Event



WHAT	Networking social for employees
WHY	Opportunity for employees to share knowledge and connect Spread awareness of mentoring opportunities Help employees discover potential mentors
WHO	All employees are encouraged to participate MERGE + other ERGs and senior leadership
WHEN	July 10th from 11:00 am to 1:00 pm
WHERE	Outside the cafeteria in the IESB corridor

Event Overview

MERGE's kickoff event planned to create an engaging and lively example of network development by giving employees the chance to interact in the hallway outside the cafeteria during lunch hours. The goal of this event was to help employees form connections across the center and to spread awareness of the mentoring opportunities available through MERGE. Networking activities will help spark conversations between young professionals and senior leaders. The event was open to all including contractors and interns.

Networking Activities

To encourage conversation, MERGE handed out a Similarity and Difference worksheet. The goal is to record a name, one similarity, and one difference of as many people as possible without duplicating past entries. This activity was proven effective in the GROW program and also at this event. The flexibility of this activity allows conversations to be brief or thorough based on the participant's interest.

The turnout for this event exceeded all expectations and a number of lively conversations and mentoring partnerships were formed. This was a very successful event and we want to thank all who attended. The MERGE ERG hopes to host many more such events in the days and years to come.

MERGE Leadership

(b) (6)

Executive Sponsor
George Finelli



Yet to come in July



Good afternoon, Langley!

The Exchange Team, the Pathways Agency Cross Center Connections ([PAXC](#)) ERG and the NASA Internships and Fellowships program ([NIF](#)), are excited to announce that this year's Langley Summer Games will be held on Friday, July 26th!

WHY

Bring community and diversity outdoors!

The Langley Summer Games 2019 will bring the entire Langley family together to showcase the diversity of our backgrounds, intellects, and talents while getting outdoors and having a bit of fun. The Games are designed around inclusion and team building, with all talent levels encouraged to participate in a variety of backyard games and sports!

WHEN

Friday, July 26th, 2:00 – 5:30 PM. Please see the attached "[Schedule and Scoring Guide](#)" for details on each event.

Building tenants will compete against each other. Sign up to represent your team!

WHAT

Three sports:

1. Soccer
2. Volleyball
3. Ultimate Frisbee

A variety of **backyard games**:

1. Balloon Toss
2. Cornhole
3. Paper Airplane Contest
4. Tug-of-War
5. Human Pyramid
6. Trivia

HOW

Individuals can register and pay \$6 online at [EventBrite](#), starting June 25th, 2019. The fee covers a player's access to the BBQ!

During registration, you must answer the [Additional Registration Questions Survey](#). Be ready to provide your information:

- Name and email
- Building #
- Soccer? Yes/No
- Volleyball? Yes/No
- Ultimate Frisbee? Yes/No

Pre-registration closes Monday, July 22, and same-day registrants are welcome but may not form a new team for the three sports (soccer, volleyball, or Ultimate Frisbee). An [example sign-up sheet](#) is provided, but nothing needs to be turned in.

FREE AGENT?

For Sports Only: Having trouble forming a team in your building? New this year, players can become free agents or recruit free agents to their building's team. Free agents can be any registered player. Teams are limited to two free agents. More details about sign-ups/rules are in the "Langley Summer Games Schedule and Scoring Guide" (attached)!

VOLUNTEER?

We need your help!! Sign-up to volunteer or referee one of the games on VolunteerHub, **COMING SOON.**

Questions?

Contact (b) (6) (b) (6), PAXC Member & Langley Summer Games Chair



Mentoring Awards

It is not too late to submit your nominations for the Mentoring Awards!!

On July 31 from 2 – 3 pm in the Reid Conference Center, Rooms 2 and 3 (IESB, Building 2102) NASA Langley will host its second annual Mentoring Awards Ceremony sponsored by MERGE. A reception with light refreshments will follow. This is a chance for NASA Langley personnel (including civil servants, contracts and interns, and students) to formally and publicly recognize their mentor(s) and say "Thank You." This year, a special recognition is available for mentors to visiting students and interns. These mentors are the first interaction with many of NASA Langley's future workforce and have dedicated significant effort to creating a positive experience.

Anyone at NASA Langley can send in a short, maximum of 30 words, nomination via this [LINK](#) letting us know why you think your mentor is deserving of this award. **Nominations are due NO LATER than July 19. Do not wait until the last minute to nominate your mentor.**

The mentor can be a person that is formally assigned to you or someone who has had a positive impact on your career or life here at NASA Langley. Feel free to nominate anyone who inspires you, challenges you, guides you or encourages you. This is your chance to show your appreciation to them in a special setting.

Mentors should be active Langley personnel—either civil servants or contractors. All are welcome to participate and nominate; non-NASA employees with questions concerning participation should contact their management.

If you have questions, contact (b) (6) in the OEOP office at (b) (6)



Laws Enforced by EEOC

[Title VII of the Civil Rights Act of 1964 \(Title VII\)](#)

This law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

- [The Pregnancy Discrimination Act](#)

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

[The Equal Pay Act of 1963 \(EPA\)](#)

This law makes it illegal to pay different wages to men and women if they perform equal work in the same workplace. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

[The Age Discrimination in Employment Act of 1967 \(ADEA\)](#)

This law protects people who are 40 or older from discrimination because of age. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

[Title I of the Americans with Disabilities Act of 1990 \(ADA\)](#)

This law makes it illegal to discriminate against a qualified person with a disability in the private sector and in state and local governments. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

[Sections 102 and 103 of the Civil Rights Act of 1991](#)

Among other things, this law amends Title VII and the ADA to permit jury trials and compensatory and punitive damage awards in intentional discrimination cases.

[Sections 501 and 505 of the Rehabilitation Act of 1973](#)

This law makes it illegal to discriminate against a qualified person with a disability in the federal government. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

[The Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)

Effective - November 21, 2009.

This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.



Worth Repeating!



For those of you who may not have a clear understanding of what the Office of Equal Opportunity Programs actually does, the above diagram may give you some insight. Under the OEOP umbrella we have 5 major programs we are responsible for. They include:

- Affirmative Employment Program (AEP)
- Special Emphasis Programs
- Informal Discrimination Complaints
- Reasonable Accommodations
- Diversity and Inclusion

If you have questions or concerns, call our main line at 864-3289



Know the 6 Essentials of a Model EEO Program

1. Demonstrated commitment from LaRC Leadership

- EEO must be:
 - Embraced by agency leadership.
 - Communicated through the ranks from the top down.
- EEO principles must be a fundamental part of LaRC culture.
- Agency head must issue annual EEO and anti-harassment policy statements.

2. Integration of EEO into LaRC's strategic mission

- Director of EEO has regular access to LaRC senior management.
- Managers and employees are involved in the implementation of the agency's Title V and Rehabilitation Act Programs.

3. Management and program accountability

- Establish procedures to prevent all forms of discrimination.
- Evaluate managers and supervisors on efforts to ensure equality of employment opportunity.
- Maintain effective reasonable accommodations procedures.
- Maintain clearly defined and fair personnel policies.

(b) (6)

4. Proactive prevention of unlawful discrimination

- Conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups.
- Develop strategic plans to eliminate identified barriers.

5. Efficiency

- Maintain an efficient, fair and impartial complaint resolution process.
- Establish and encourage the widespread use of alternative dispute resolution (ADR).
- Maintain an effective data collection system of the workforce, applicant flow and complaint tracking.

6. Responsiveness and legal compliance

- Ensure full compliance with Title VII and Rehabilitation Act, including Equal Employment Opportunity Commission (EEOC) regulations, orders and other written instructions.
- Report agency program efforts as accomplishments to EEOC.
- Comply with final EEOC orders for corrective action and relief.

Office of Equal Opportunity Programs
 60000 EEO, M01 200
 757-664-1289

You will have seen these posters and flyers across the Center. In case you have not had a chance to read through the 6 Essentials of a Model EEO Program, they are listed below:

1. Demonstrated commitment from LaRC Leadership

- EEO must be
 - Embraced by agency leadership.
 - Communicated through the ranks from the top down.
- EEO principles must be a fundamental part of LaRC Culture
- Agency heads must issue annual EEO and anti-harassment policy Statements

2. Integration of EEO into LaRC's strategic mission

- Director of EEO has regular access to LaRC senior management.
- Managers and employees are involved in the implementation of the agency's Title V and Rehabilitation Act Programs

3. Management and program accountability

- Establish procedures to prevent all forms of discrimination
- Evaluate Managers and supervisors on efforts to ensure equality of employment opportunity.
- Maintain effective reasonable accommodations procedures.
- Maintain clearly defined and fair personnel policies.

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- Conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups.
- Develop strategic plans to eliminate identified barriers.

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- Maintain an efficient, fair and impartial complaint resolution process.
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6. Responsiveness and legal compliance

- Ensure full compliance with Title VII and Rehabilitation Act, including Equal Employment Opportunity Commission (EEOC) regulations, orders, and other written instructions.
- Report agency program efforts as accomplishments to EEOC.
- Comply with final EEOC orders for corrective action and relief.

If you have any questions, please contact the Office of Equal Opportunity Programs (OEOP).



Anti-Harrassment

By (b) (6)

What would you do?

QUESTION: I saw a posting on the coffee room bulletin board that I found to be offensive, but when I complained they said I was too sensitive. What should I do?

ANSWER: NASA is committed to a work environment that is free from harassment or discrimination. I recommend you report this incident to your supervisor and if your supervisor was the employee who did not take any action, please call the anti-harassment coordinator or ombudsmen who can follow up on the matter.

QUESTION (from a manager): What if we conduct harassment and discrimination training for the employees and then they leave?

ANSWER: What happens if you don't make that investment and education of the community and they end up staying?

If you have any questions related to harassment, please contact (b) (6) at (b) (6) or the EEO office as needed.





Reasonable Accommodations Tid-Bits

By William "Hawk" Hawkins



There are instances where a covered disability is not obvious. If a requestor's disability and/or need for accommodation are not obvious or already known. In accordance with EEOC and NASA guidelines, the decision maker (DM) or Disability Program Manager (DPM) is entitled to ask for and receive medical information showing that the requestor has a covered disability that requires accommodation. Additional documentation is not necessary when the disability is obvious, already known or clearly visible, i.e, limited mobility, broken limb, etc., or the individual previously provided medical information showing that the condition met the Rehabilitation Act definition which states:

Section 504 of the Rehabilitation Act defines "disability" as any physical or mental impairment that "substantially limits one or more major life activities". Individuals with a history of their specific impairment or who are regarded as having an impairment will also be extended protection. Some examples are but not limited to:

- Physiological disorders, such as hearing impairments, vision impairments, impairments of motor functions, or issues with cellular growth.
- Neurological disorders, such as multiple sclerosis or muscular dystrophy
- Psychological disorders, for example learning disabilities or other mental illnesses

It is the responsibility of the applicant/employee to provide appropriate medical information requested by the DPM where the disability and/or need for accommodation are not obvious or already known. The medical documentation need not be in great detail. It should merely outline the disability i.e., herniated disc, PTSD, etc.; and identify the accommodation required i.e., specialized equipment, modified work schedule, telework, etc.

If you have questions or concerns about RA, please contact (b) (6), LaRC Disability Program Manager at (b) (6) or (b) (6)



Introducing LaRC's ERGs

NASA Langley Research Center's Employee Resource Groups (ERG) 2019

ERGs are Employee Resource Groups and are sometimes called affinity groups. They are comprised of employees who are linked together by personal characteristics, such as one's race, ethnicity, gender, status as an individual with a disability, or sexual orientation/gender identity, or those who are drawn together by a shared interest or goal within an organization. They are all inclusive and anyone can join any ERG.

ERGs can often highlight talent in a very broad and diverse workforce. ERGs offer ways of fostering professional development, enhancing work performance, assisting in matching mentors with mentees, assisting in recruiting a diverse workforce, increasing community partnerships, and encouraging interaction and relationship building within and across work groups. By establishing and being a part of an ERG, individuals are exposed to many opportunities, and are able to share in the overall success of the ERG's, the center's and the Agency's missions.

At this time, Langley has nine ERGs and others are in the works. ERGs are organized through and report to the Office of Equal Opportunity Programs (OEOP). If anyone has an interest in starting a new ERG, contact (b) (6) at (b) (6)

Langley's current ERGs are:



Allies and Advocates for Women (A2W) – A diverse and inclusive group whose members strive to create a workforce that promotes opportunities and supports a culture that fosters successful women and girls.

Lead: (b) (6), Co-lead: (b) (6)

Executive Sponsors: (b) (6) & (b) (6)

Inception: 2016

Contact: LaRC-DL-A2W@mail.nasa.gov



Black Employee Strategy Team (BEST) – An all-inclusive ERG, which promotes education, mentoring, networking, activities, and programs that foster Diversity and Inclusion, and Center/Agency relationships through communication to all employees.

Chair: (b) (6), Co-chairs: (b) (6) & (b) (6)

Executive Sponsor: (b) (6)

Inception: 2019

Contact: larc-dl-erg-eee-all@mail.nasa.gov



Employees Enabled and Empowered (EEE) –An all-inclusive group that welcomes differing perspectives, which strengthens NASA Langley’s potential as an Agency leader by drawing upon the collective talents, experiences, and ideas of a diverse and engaged workforce; to contribute to the fullest of their abilities, to foster excellence and growth, and build awareness and competency around disability inclusion at the Center for all employees.

Lead: (b) (6) Co-lead: (b) (6)

Executive Sponsor: (b) (6)

Inception: 2019

Contact: larc-dl-erg-eee-all@mail.nasa.gov

(Continued on back)



Hispanic Employee Advisory Committee (HEAC) - HEAC works to develop a network of employees and promote the cultural diversity and professional development of its members, thereby creating a supportive environment for the Latino/Hispanic community by contributing to the success of Langley’s mission.

Lead: (b) (6) , Co-lead: (b) (6)

Executive Sponsor: None at this time

Inception: 2015

Contact: LARC-DL-ERG-HEAC-POC@mail.nasa.gov



LGBTQ Employee Alliance Group (LEAG) – LEAG is made up of allies and LGBTQ individuals who promote Langley Research Center as a safe environment, fully inclusive and free of discrimination based on sexual orientation and/or gender identity.

Lead: (b) (6)

Executive Sponsor: (b) (6)

Inception: 2016

Contact: larc-leag@mail.nasa.com



Langley Emerging and Advancing Professionals (LEAP) – LEAP aims to enhance Langley’s culture and success by fostering communication, collaboration, and innovation across the center, across the agency and across Hampton Roads.

Lead: (b) (6)

Executive Sponsors: (b) (6) & (b) (6)

Inception: 2016

Contact: Leap-leadership@lists.nasa.gov



Mentoring Employees to Realize Goals and Experiences (MERGE) - An all-inclusive group whose purpose is to expand Langley's culture of mentoring to all employees for the enhancement of everyone's work experience and to improve Langley's contributions to the Agency.

Lead: (b) (6) Co-leads: (b) (6) & (b) (6)

Executive Sponsor: (b) (6)

Inception: 2019

Contact: arc-dl-erg-MERGE@mail.nasa.gov



Pathways Agency Cross-Center Connections (PAXC) — PAXC's mission is to encourage communication, knowledge-sharing, and ultimately promote one unified NASA through the NASA Pathways ERG.

Lead: (b) (6), Co-lead: (b) (6)

Executive Sponsor: (b) (6)

Inception: 2017

Contact: larc-paxc-leadership@lists.nasa.gov



Veteran's Information Support Network (VISN) – A diverse group made up of Military Veterans and others interested in Military Veteran's issues. We aim to enhance Langley's workforce and culture by fostering communications, collaboration and outreach through engagement.

Lead: (b) (6)

Executive Sponsor: (b) (6)

Inception: 2016

Contact: <https://sites-n.larc.nasa.gov/visn/>

All of NASA Langley's ERGs are all inclusive so anyone can join any ERG. If you are interested in joining one of these ERGs, have questions or simply have information or opportunities you want to relay, please reach out to the ERG you are interested in by clicking on the contact information listed below each ERG's description or contact (b) (6) at (b) (6) in the Office of Equal Opportunity Programs (OEOP). We would love to hear from you!

ERGs we are currently working on:

A Caribbean Heritage ERG, for more information – contact (b) (6) at (b) (6)

A Fitness ERG, for more information – contact (b) (6) at (b) (6)

If you are interested in forming a new ERG, contact (b) (6) at (b) (6)

Office of Employment Opportunity Programs (OEOP) are the official advisors to all of Langley's ERGs



In the Library

Our library contains a number of pamphlets, booklets, and books pertaining to a wide variety of topics which may be of interest. Everything in the library is available to anyone on Center at any time. We are located in Building 1232, Room 141. You are welcome to stop by and pick something up, or we can send it to you via inter-office mail. Contact (b) (6) (b) (6) at (b) (6) If you have a particular book you want to see added to the library, let us know and we'll try to accommodate you.

Our list of materials includes:

Be Not Afraid – Straight for Equality in Faith Communities

Our Children: Questions and answers for families of lesbian, gay, bisexual, transgender, gender-expansive and queer youth and adults.

Faith in Our Families: Parents, families and friends talk about faith, sexual orientation and gender identity.

Our Trans Loved Ones: Questions and Answers for parents, families, and friends of people who are transgender and gender expansive.

Be Yourself: Questions and Answers for lesbian, gay, bisexual, transgender, queer, and questioning youth.

Guide to Being a Trans Ally – what it means to be an ally to trans people in the LGBT community.

Guide to Being a Straight Ally what it means to be an straight ally to trans people in the LGBT community.

Se' Tu'Mismo: Preguntas y respuestas para jo'venes gay, lesbianas, bisexuales y transge'neros

Nuestras Hijas Y Nuestros Hijos: Preguntas y respuestas para padres de gays, lesbianas y bisexuales.

The Americans with Disabilities Act: Questions and Answers

NASA Anti-Harassment Policy and Procedures

Heart Healthy Home Cooking African American Style

Platillos Latinos !Sabrosos y Saludables!– Delicious Heart Healthy Latino Recipes

Social Gravity – Harnessing the Natural Laws of Relationships

Micro Messaging – Why Great Leadership is Beyond Words

What If? Short Stories to Spark Diversity Dialogue

What Do I Do When... Providing Reasonable Accommodation in the Federal Workplace

Is there something you would like information about? Just let us know and we will gladly add to our library collection.

Stop by Building 1232 and we will be happy to help you find what you want or call 864-3289.





Office of Equal Opportunity Programs Staff

Website: <https://sites-e.larc.nasa.gov/oeop/>

Main Line: **757-864-3289**

(b) (6)

(b) (6) – Director of the Office of Equal Opportunity Programs

(b) (6)

(b) (6)

(b) (6) . – Complaints Program Manager, Disability Program Manager and EEO Counselor

(b) (6)

Do you have a permanent or temporary disability and need some assistance to do your job? Contact Hawk to find out what he can do to help.

(b) (6)

(b) (6) – Special Emphasis Program Coordinator and EEO Counselor

(b) (6)

Have an idea for a new ERG? Have an idea for a speaker or event you would like to introduce to the Center? Contact Marie and share your ideas with her.

(b) (6)

(b) (6) –Sr. Administrative Assistant

(b) (6)

Do you have questions about the newsletter, our website or just questions about OEOP in general? Contact Pam and she'll be happy to help you.



Langley Research Center's
Office of Equal Opportunity Programs
Building 1232, Room 145
757-864-3289, <http://oeop.larc.nasa.gov>

The primary goal of the Office of Equal Opportunity Programs (OEOP) is to promote a work environment that is free of unlawful discrimination and harassment, accessible to individuals with disabilities, ensuring fair and equitable treatment for all employees while valuing workforce diversity and fostering mutual respect in an effort to achieve the mission of NASA and the Langley Research Center.

Reasonable accommodations remove barriers that prevent people with disabilities from applying for or performing jobs for which they are qualified. It enables agencies to expand the pool of qualified workers thus allowing the agencies to benefit from the talents of people who might otherwise be arbitrarily barred from employment. The Disability Program Manager can assist employees and supervisors in assessing and, in some instances, procuring reasonable accommodations.

Special Emphasis Programs celebrate and bring awareness to the diversity of our workplace, not only in terms of culture and ethnicity, but also in terms of viewpoints, skills, and contributions. SEPs promote equal opportunity in the hiring, advancement, training, and treatment of each targeted group. These programs advocate necessary changes to overcome barriers that restrict equal employment opportunity for women, minorities, and individuals with disabilities.

The EEO Counselor is the **first** step for an employee, applicant or contingent worker,* who believes he or she has been discriminated against in some aspect of his or her job because of **race, color, religion, sex (to include harassment, gender identity, sexual orientation), age, national origin, disability (physical or mental), retaliation, or genetic information.**** You must contact the EEO Counselor within 45 days from the day the discrimination occurred.

One way to resolve informal complaints is via alternative dispute resolution through mediation. Mediation is an informal process offered during pre-complaint counseling, in which a neutral third party - the mediator - assists the parties in reaching a voluntary negotiated resolution of the complaint. Since mediation is voluntary, each party must agree to participate, with the concurrence of the EEO Director. Mediation is not just for resolving EEO complaints; it can also be very effective in offering employees a controlled setting in which to resolve other workplace disputes.

*Those who are hired and paid by a contract firm, but whose working conditions are controlled in whole or in part by NASA.

** Title II of the Genetic Nondiscrimination Act (GINA) of 2008, effective November 21, 2009, makes it illegal to discriminate on the basis of genetic information about an employee or applicant for employment.

**Office of Equal Opportunity Programs****NASA Langley Research Center****Mail Stop 378,****Hampton, VA 23681-2199****Phone: 757-864-3289****Fax: 757-864-8832****Website: <http://oeop.larc.nasa.gov>**

**This publication is intended for:
All NASA LaRC and Contractor Personnel
NASA Langley Research Center
Hampton, VA 23681-2199**

OEOP Newsletter Responsible Individual:

(b) (6)

OEOP Logo – A Few Facts

Some of you may have noticed that OEOP has a new logo, but not what it means. Created by the folks at ODEO Permission was given to the various Centers to personalize it to fit with their individual EEO offices.

Here are some interesting facts about the logo:

1. The large thought/speech bubble is made by colorful icons that represent NASA and our mission within NASA.
2. The icons are meant to represent engineering, education, space, earth, collaboration, and communication.
3. The large lightbulb inside the thought/speech bubble represents our innovative ideas, and portrays us as innovative thought leaders
4. The filaments inside the lightbulb form people, because our ideas are about making people's lives better and increasing the connection between people
5. The "space" between the people forms a rocket to represent the NASA mission that connects us all.

